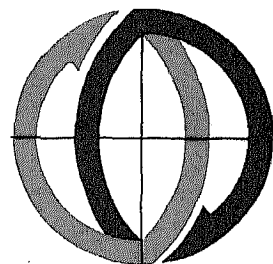


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No. 11

November 1974

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NEWS AND VIEWS FROM THE ITF

INTERNATIONAL

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Good results achieved by aviation workers at ILO

The most satisfactory meeting to date held under the auspices of the ILO to discuss social problems in the civil aviation industry took place in Geneva from 3 to 10 October, when Worker, Employer and Government representatives from 15 countries participated in a Preparatory Meeting on Civil Aviation. The principal purpose of the tripartite meeting was to identify urgent social and labour problems in the industry and to make recommendations concerning further action on them by the ILO. The countries attending (some, however, with incomplete delegations) were as follows: Australia, Brazil, Canada, Ethiopia, France, Federal Republic of Germany, India, Italy, Japan, Mexico, Scandinavia (Sweden, Norway & Denmark), USSR, UK, the United States, and Zaïre.

Aviation unions affiliated with the ITF were strongly represented at the meeting, and a very successful preparatory conference was held by them in Geneva on 2 October. Other groups with affiliates attending the ILO meeting were the International Federation of Air Line Pilots' Associations (IFALPA), the International Federation of Air Traffic Controllers' Associations (IFATCA), and the WFTU. John Cousins of the British Transport & General Workers' Union acted as Chairman of the Workers' Group and was also its Spokesman. He was assisted in his task by four Vice-Chairmen: Capt. J.J. O'Donnell (USA); W. Murche (Germany); J. Kalvik (Norway); and V.A. Zuev (USSR). R.R. Smeal acted as Workers' Vice-Chairman of the whole meeting; W. Gill (US FEIA) as spokesman for the ITF; and M. S. Hoda as Secretary of the Workers' Group.

Despite the extremely negative attitude adopted by the Employers' Side -- which, from the outset, attempted to limit the scope of the discussion to items which from their point of view were relatively innocuous, e.g. vocational training and re-training; the temporary economic crisis in civil aviation, and hijacking -- the Conclusions finally adopted by the Meeting were substantially in line with the thinking of the Workers' Side and covered almost every point which had been made by it. The Employers had from the beginning, for example, poured cold water on the idea that a full-scale tripartite technical meeting was needed at all. The Conclusions, on the other hand, recommend the Governing Body of the ILO to convene a tripartite technical meeting of the Industrial Committee type to which between 25 and 30 countries would be invited.

The recommended agenda of such a tripartite meeting would also be very broadly based consisting of (a) a General Report providing a general picture of the state of the industry, considered more particularly from the point of view of social and labour problems and (b) the two technical agenda items: Occupational

health and safety in civil aviation (including working conditions in so far as these affect health and safety); and Employment security in civil aviation (including questions concerned with training and re-training). These agenda items, taken together, would be capable of accommodating most of the points put forward by the Workers' Side during the Preparatory Meeting.

In addition, however, there is a recommendation that the urgent problems concerning air traffic controllers should be the subject of a specialized ILO meeting of the same type as a meeting of experts, as well as one calling for the ILO to include the civil aviation industry in its research programme examining social problems in a multi-national framework. Both of these points had been strongly stressed by the Workers' Group.

Again, following up interventions by the Workers, the Conclusions noted that a number of existing ILO instruments are applicable to civil aviation employees but that they are not being enforced in all countries which are members of the ILO. The Conclusions refer specifically to instruments relating to the protection of trade union rights, the labour-management relations system and the combating of discrimination, particularly on grounds of sex. The view is expressed that the standards embodied in these instruments should be effectively applied by all member States.

The International Labour Office is also requested to study the social and industrial aspects of aviation security, within the framework of cooperation between the ILO and other international organizations (especially ICAO), which are dealing with the other aspects of this problem. It is also asked to continue its studies on the social aspects of civil liability, giving adequate attention to the case of civil aviation workers.

Taken as a whole, the Conclusions of the Preparatory Meeting held in Geneva last month must be considered as a remarkable success for the Workers, and one which is particularly welcome to the ITF, which took the lead in pressing the ILO to pay closer attention to the social and industrial problems of civil aviation workers. We would like to take this opportunity of expressing our very real appreciation of the excellent spirit of unity shown by the Workers' Group as a whole, of the effective leadership given by the Chairman of the Group, John Cousins, and of the hard work put in by all other officers and members of the Workers Group.

It was a result of which we have every reason to be proud.

ICAO Assembly urges ratification of anti-hijacking conventions

The Assembly of the International Civil Aviation Organization, held in Montreal during October, heard that of its 129 Member States only 75 had ratified the Tokyo Convention, 67 the Hague Convention and 56 the Montreal Convention. These three International instruments lay the basis for cooperation between states in fighting the scourge of hijacking and other attacks on aircraft, passengers and crews. The Assembly adopted a resolution urging States to ratify them in order to maximise the deterrents to terrorists, criminals and the mentally disturbed seeking political and material ends by means of these offences against the civil aviation industry.

CARIBBEAN
=====

Second ITF Conference for Caribbean Affiliates

The Second ITF Conference for its affiliates in the Caribbean Area took place in Bermuda from 28 to 30 October 1974. Forty-seven delegates from ten Caribbean countries took part.

The Conference discussed at length the effect of inflation on collective agreements and adopted a resolution stating that the unions would do all they could to protect members against the dramatic rises in the cost of living which have hit the region. They called on the governments to curb the soaring cost of necessities and demanded that the unions and the employers should be fully consulted on measures the governments might take to that end.

It was also decided to set up a permanent organization to be known as the Regional Conference of Caribbean Transport, Docks and Maritime Unions. The aim is to co-ordinate the unions' activities in the region so as to present a united front on the social and economic issues that face them at present.

A committee representative of all the Caribbean countries with unions in the ITF is to meet soon to work out a Constitution.

The Conference was organized by Medardo Gomero, Director of the ITF Regional Office for Latin America and the Caribbean, in consultation with the Standing Committee of Caribbean affiliates, and the ITF's headquarters were represented by Harold Lewis, Assistant General Secretary. The chair was taken by Eugene Blakeney, General Secretary of the Bermuda Industrial Union, which acted as the Conference's host.

At the time the Conference was held, the Bermuda Industrial Union members employed in Bermuda's hospitals were on strike in pursuit of a wage claim. The Conference adopted a resolution supporting the union and the participants demonstrated their solidarity by joining the union's picket lines.

NIGERIA
=====

ITF seminar for Elder Dempster trade unionists

A one-week residential seminar was recently organized by the ITF's African Representative, Ben Udogwu, for members of the Elder Dempster Agencies African Workers' Union. It was held from 1 to 7 September at the Trade Union Institute for Economic and Social Development, Lagos, with the assistance of the Institute's teaching staff, and was held to be an outstanding success, despite difficulties encountered at the organizing stage because of the uncooperative attitude of some Elder Dempster Branch Managers who refused to release some of the participants nominated to attend. This problem was very largely overcome, however, by pressure from Udogwu and final attendance was almost up to the planned strength of 25 participants.

The opening session was attended and addressed by H.A. Odungide, Government Trade Union Adviser, who commended the ITF's educational assistance to its Nigerian affiliates; Chief E.O.A. Odeyemi, Acting General Secretary of the trade union centre; Okon Eshiet, Deputy Director of the Trade Union Institute; O. Zudonu and A. M. O. Anigbo, Chairman and Secretary of the ITF Affiliates' Committee in Nigeria; and B.I. Okafor, Assistant Agent (Administration) of the Elder Dempster Agencies. The Guest Speaker was Horatio Ageda, Acting Director of the Nigerian Broadcasting Corporation, who stressed the need for Nigerian unions to become financially self-supporting.

The following subjects were covered in the seminar: collective bargaining, trade union finance, structure, administration and leadership, labour economics, role of trade union officers, trade union communications, grievance handling, Nigerian labour legislation and the history, structure and role of the ITF. Discussion time was also used to go into some of the Union's organizational problems - notably loss of membership - and to propose realistic solutions.

TRANSPORT

NORWAY

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No-trawling zones to be introduced

The Norwegian government plans to introduce a ban on trawl-fishing before 1 January 1975 in four zones off the north Norwegian coast between the Lofoten Islands and the border with the Soviet Union. The combined area of the zones will be about 5,300 square nautical miles and extend to distances between four and 42 nautical miles beyond Norway's existing 12-mile territorial limit.

The ban will be "non-discriminatory", applying to Norwegian as well as to foreign trawlers. Its aim is to protect North Norwegian line and net fishermen from the heavy losses of gear they suffer through collisions with trawls and to reopen to them fishing grounds from which they have been driven. The ban is a temporary measure before the introduction some time next year of a fifty-mile fishing limit off the coast of North Norway.

TRADE UNIONS

GERMANY

=====

Railwaymen's Seminar on Technological Change

Representatives of railwaymen's unions in twenty-eight countries met in Frankfurt (Federal Republic of Germany) from 21 to 23 October at a seminar organized by the German Railwaymen's Union

(an ITF affiliate) to consider the Social Consequences of Modernization and Technological Advances in Rail Transport. The ITF was represented by Ken Golding, Secretary of the Research and Publications Department.

The participants called in the Seminar's conclusions for urgent action by the ILO to promote renewed discussions of the social problems arising from modernization and automation on the railways by including these matters in the agenda of the next meeting of the ILO's Inland Transport Committee. This, they felt, should be the first step towards the adoption of an ILO Convention.

The seminar's conclusions then elaborated on the particular aspects of technological change and its repercussions which demanded attention, such as manpower planning and vocational training, continuous consultation with the unions, improvements in pay, working conditions and the working environment and security of employment.

SOCIAL AND INDUSTRIAL NEWS

FRANCE
=====

Crew of liner "France" accept formula for agreement

The crew of the liner "France", which had taken over the vessel in protest against plans for it to be taken out of service, agreed on 9 October to return the ship to its home port of Le Havre. The strike and occupation of the vessel continue, however, since a 121 man security crew has been posted aboard until a satisfactory solution is reached to the question of the future of the "France".

GREAT BRITAIN
=====

Scottish road haulage settlement sets standard

Following a dispute during which unofficial strike action spread over a three-week period to about 8,000 lorry drivers in Scotland, a settlement was reached between the ITF-affiliated Transport and General Workers' Union and the road haulage employers giving the drivers £40 for a working week of 40 hours. This pace-setting agreement set the standard when lorry drivers in England were awarded similar pay rates, notably 12,000 employees of the National Freight Corporation who reopened the terms of an agreement reached recently which was due to go into effect on 2 December.

No agreement yet for Glasgow bus and underground workers

Unofficial strike action by Glasgow's bus and underground employees began on 20 October in support of claims for improvements in pay and conditions including an additional £8 per week on basic rates, an increase in the one-man operation differential and a reduction in the working week from 40 to 35 hours. While negotiations are proceeding on these claims the men are seeking a £5 per week interim pay award.

Cutback in British Caledonian operations

British Caledonian Airways has announced that 827 staff are being made redundant, that services on its scheduled North Atlantic routes are being suspended and that other substantial cuts are being made in a major review of operations. The company has been suffering loss of revenue over the past year, aggravated by the sudden collapse of Court Line, and the government has declined to give assistance, although it has been announced that there will be an urgent review of the civil aviation industry as a whole. The redundancies affect nearly 15% of the total staff, including 40 pilots, 117 cabin staff, 159 clerical staff and 130 engineers.

Busmen seek consideration as a special case

The ITF-affiliated Transport and General Workers' Union is seeking wage increases on behalf of its members employed by municipal and private bus companies outside London, even though their current pay agreements do not expire until 1 January and 1 March 1975 respectively. The union considers that a special case for its bus members can be made on the grounds of staff shortages, as was conceded for London bus workers earlier this year.

Negotiations for restructuring of British Airways ground staff

Following a six-day work-to-rule by supervisory engineering and technical staff of British Airways, negotiations have begun on a new incremental pay structure and job restructuring. Claims have also been presented on behalf of ground services staff for a minimum wage of £30 per week, together with a reduction in the working week from 40 to 35 hours and other improvements including higher shift and efficiency payments.

Pilots of British Airways have been granted pay increases with effect from 1 April 1975, including rates for flying the new TriStar airliner, in return for agreement on increased productivity. Meanwhile, the ITF-affiliated Merchant Navy and Airline Officers' Association is insisting that a flight engineer be carried aboard each TriStar and threatening to block the aircraft's operation if this is not agreed.

IRISH REPUBLIC
=====

Agreed settlement to busmen's hours dispute

A further flare-up of the issue which caused a nine-week strike by Dublin's bus workers resulted in strike action on 8 October by one of the unions involved. However, a compromise formula was agreed between the four unions concerned and normal working resumed on 11 October. In the original dispute, three of the unions, one of which was the ITF-affiliated Irish Transport and General Workers' Union, objected to the implementation of the changeover from a standard six-day to a five-day week. The formula adopted to settle that strike proved unacceptable to the fourth union, the National Busmen's Union, whose members called the latest stoppage. However it is now agreed that in each five-week period busmen will work three weeks on a five-day basis and two on a six-day basis. Detailed implementation plans are expected to be completed by April/May 1975 and the busmen will have the opportunity to vote on these proposals before they are due to go into effect on 4 May.

ITALY
=====

Draft agreement for port workers

Following a series of meetings under the auspices of the Ministry of the Merchant Marine, a draft agreement was reached recently on behalf of port workers belonging to unions including the ITF-affiliated port and associated workers' union UILTATEP. The parties reached this agreement in an attempt to solve the current problems facing the port industry.

Continuing efforts are to be made by all concerned to identify and solve the structural and organizational problems of the industry; it is recognized that this will involve reorganization of central administration and local management and the achievement of improved productivity.

The conditions of port workers will be improved by means of increases in basic pay together with higher incentive payments; improved annual leave (increased from 20 to 25 days per year from 1975); better sick pay provisions; and gradual progress towards the achievement of the 14th month's salary and a unified pay structure for all ports.

NETHERLANDS
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40-hour week for Netherlands seafarers

On 10 October 1974 the ITF-affiliated Netherlands Seafarers' Federation reached agreement on the introduction in the Netherlands shipping industry of the 40-hour week by 1 May 1975.

On 1 March all seamen will receive a once-for-all bonus of 16% of their monthly pay; this is in compensation for the difference in implementation dates for the forty-hour week between shore employment (1 January 1975) and seagoing employment. In addition, from 1 May 1975 adjustments are to be made in time off, which was previously calculated on the basis of a 5½ day (instead of 5-day) working week; and full compensation will be paid for Saturdays spent away from home. Manning scales are to be increased by 16% to cover the increased time off, and overtime rates will automatically rise due to the revised calculation of the hourly rate when the shorter working week is introduced.

With effect from 1 November, a net increase of 3.04% is applied to all wage rates in compensation for the rise in the cost of living since 1 May 1974.

NEW ZEALAND

=====

New agreement for cabin attendants

The ITF-affiliated Airline Stewards and Hostesses of New Zealand Industrial Union of Workers recently signed a new agreement with Air New Zealand. The main improvements achieved in this agreement are as follows:

Flight and Duty Time limitations: rostered duty hours in any duty period not to exceed 12 hours, or 18 hours where supplementary cabin crew are carried and rest seats are provided (DC-8 and DC-10 services).

Days off: 30 days at home base free of all duty in every 84 days, including 10 rostered days off in each 28-day period; a period of 24-hours free of duty once in every 7 consecutive days.

Transport to and from duty to be provided by the company (or expenses in lieu) when crew member required to report for duty before 7 a.m. or finish duty after 11 p.m. and on Saturdays, Sundays and Public Holidays when public transport is not available, and after any night flight exceeding eight hours' duty or any flight exceeding 10 hours' duty or any flight involving an overnight stopover.

Annual Leave: 43 days after each year's service with the company. Other improvements relate to marriage and pregnancy arrangements for women cabin crew; expense allowances; deadheading; provision of rest seats for crew use. In addition, a letter of understanding has been signed concerning a new cabin crew rostering system.

NORWAY

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International support aids settlement of pilots' dispute

Settlement was reached on 4 November in the dispute between the ITF-affiliated Norwegian Seamen's Union and the Norwegian Pilotage Authority concerning terms and conditions of employment for the crews of Norwegian pilot vessels. As a strike-

breaking tactic the Norwegian authorities allowed dispensations to allow vessels to enter and leave port without pilots, and the ITF asked its affiliates to urge the Norwegian Director of Pilotage to resolve the dispute in order to prevent international action being taken against vessels dispensing with the use of pilots. The dispute was settled before direct action became necessary.

Seamen, engineers and mates in foreign trades negotiations -
trawler mates threaten strike

Negotiations are in progress between the Norwegian Shipowners' Association and the ITF-affiliated Seamen's, Engineers' and Mates' Unions on new agreements for the foreign trades. All are seeking basic pay increases and other improvements in conditions.

In addition, the Mates' Union has threatened to take strike action with effect from 20 December if there is no agreement on a pay contract for its members in the trawler fleet. Its claims were met by the owners with counter proposals for a reduction in the mates' share of the catch; mediation attempts are expected to follow the breakdown of negotiations.

SINGAPORE
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Bus workers receive pay increases

Members of the ITF-affiliated Singapore Industrial Labour Organization employed by Singapore Bus Service are to receive pay increases amounting to between \$10.40 and \$15.60 per month for drivers and \$5.20 and \$15.20 per month for conductors. The Union's general secretary has stated that he is confident the workers will make every possible effort to support the reorganization of Singapore Bus Service for all-round managerial and operational efficiency.

UNITED STATES
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Machinists' strike against National ends in agreement

Members of the ITF-affiliated International Association of Machinists have voted to accept a new 26-month agreement with National Airlines, thus ending a strike which began in July. The contract, retroactive to 1 September 1973, provides for substantial wage increases, a cost-of-living escalator clause, improved health and welfare provisions and other benefits. Pay goes up from \$6.60 to \$7.40 per hour, with further increases of 20 cents per hour on 1 January 1975 and 14 cents per hour on 1 May 1975.

The strike completely shut down the airline's operations, and was prolonged by the industry's mutual aid pact under which National received \$365,000 per day from other airlines while it was struck.

NEWS IN BRIEF

The German Transport and Public Service Workers' Union has given notice of termination of its wage agreement covering the shipping industry with effect from 31 December 1974. Claims are now being prepared.

The strike/lockout of pilots of Air India, which began in August, has ended.

A four-hour general strike took place in Italy on 17 October in support of demands for a new economic policy to halt the country's growing crisis.

The All-Japan Seamen's Union plans to submit claims for 34% increases in pay for ocean-going seamen and 36% for coastal seamen in next year's wage negotiations. The union will also seek higher navigation allowances.

The Swedish Transport Workers' Union has decided to give notice of termination of all its current collective agreements. The union expects to encounter special problems in a number of areas when negotiations for new contracts commence.

The United Kingdom government plans to ratify ILO Convention no. 114 on Fishermen's Articles of Agreement.

PERSONALIA

Christoffel de Vries retired from the post of Chairman of the Netherlands "Mercurius" Transport and Commercial Workers' Union on 13 November. He is succeeded by Jan Brouwer.

Odd Helland, an officer of the Norwegian Seamen's Union for 37 years until his retirement in 1972, died on 30 August at the age of 67.

Pekka Oivio, Chairman of the Finnish Locomotivemen's Union, has been appointed Chairman of the Finnish trade union centre. With effect from 15 November he is succeeded by Lasse Syrjänen, previously the union's vice-chairman.

Lars Skytøen has been appointed to take over as Chairman of the Norwegian Metalworkers' Union in January 1976 when the present Chairman, Leif Skau, retires. Jan Balstad will succeed Skytøen as Vice-Chairman.

LATE ITEM

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ILO Experts meet in Geneva

A meeting of Experts on Hours of Work and Rest Periods in Road Transport, attended by 18 experts (six each from the unions, employers and governments) took place in Geneva under the auspices of the ILO from 21 to 30 October 1974. The ITF was represented by Hans Ericson (Section Chairman); Kurt Haussig (Section Vice-Chairman); Ken Jackson (Transport and General Workers' Union, Great Britain); and Peter Küng (Swiss Transport and Commercial Workers' Union). Larry Smith (TGWU, Great Britain) and the ITF Road Transport Workers' Section Secretary J. Hauf participated as observer and secretary respectively.

Throughout their deliberations, the experts were particularly conscious of the need to further improve road safety. The proposed new standards will replace the provisions of the Hours of Work and Rest Periods Convention, No. 67 of 1939, which is now out of date, having been overtaken by technological change and changes in transport policy objectives in many countries. It was agreed to draw up a new Convention, supplemented by a Recommendation. The new Convention would contain basic provisions concerning working conditions affecting the occupational safety and health of drivers who earn their living in road transport. This would be supplemented by a Recommendation containing further provisions concerning specific social aspects and covering other crew members.

The experts said that the new Convention should also take due account of the specific conditions of road transport in developing countries.

The ILO Governing Body will consider the meeting's recommendations and decide whether the matter should come before the International Labour Conference, as urgently requested by the Workers' Group.

FORTHCOMING MEETING

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ITF Executive Board

- London, 21-22 January 1975

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